

**NO FEAR ACT**

**U.S. COMMISSION ON CIVIL RIGHTS**

**STATISTICAL INFORMATION ON COMPLAINTS OF EMPLOYMENT DISCRIMINATION FILED UNDER 29 C.F.R. § 1614**

Data as of September 30, 2004 - End of Fiscal Year 2004

COMPLAINT ACTIVITY	1999	2000	2001	2002	2003	2004
Number of Complaints Filed	1	1	3	1	1	0
Number of Complainants	1	1	3	1	1	0
Number of Complainants Filing Multiple Complaints	0	0	0	0	0	0
Number of Complaints Dismissed	0	0	0	0	0	0
Average Time Pending Prior to Dismissal	0	0	0	0	0	0
Total Investigations Pending More than 180 Days	1	1	1	1	2	2

COMPLAINTS BY BASIS	1999	2000	2001	2002	2003	2004
Age	1	0	1	0	1	0
Color	0	0	0	0	0	0
Disability	0	0	1	0	0	0
National Origin	1	1	1	0	0	0
Race	1	1	0	1	1	0
Religion	0	0	0	0	0	0
Reprisal	1	0	1	1	0	0
Sex	1	1	0	1	1	0
Other	0	0	0	0	0	0

COMPLAINTS BY ISSUE	1999	2000	2001	2002	2003	2004
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties	0	0	0	1	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
• Demotion	0	0	0	0	0	0
• Reprimand	0	0	0	0	0	0
• Suspension	0	0	0	0	0	0
• Removal	0	0	0	0	0	0
• Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
• Non-Sexual	0	0	2	0	0	0
• Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	1	1	0
Reassignment						
• Denied	0	0	0	0	0	0
• Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	2	0	0	0
Terms/Conditions of Employment	1	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

FINAL AGENCY ACTIONS FINDING DISCRIMINATION	1999	2000	2001	2002	2003	2004
Total	0	0	0	0	0	0
Number/percent without hearing	0	0	0	0	0	0
Number/percent after hearing	0	0	0	0	1 (100%)	0

FINDINGS OF DISCRIMINATION BY BASIS	1999	2000	2001	2002	2003	2004
Number/percent without hearing	0	0	0	0	0	0
Number/percent after hearing	0	0	0	0	1 (100%)	0
Age	0	0	0	0	0	0
Color	0	0	0	0	0	0
Disability	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	1 (100%)	0
Sex	0	0	0	0	0	0
Other	0	0	0	0	0	0

FINDINGS OF DISCRIMINATION BY ISSUE	1999	2000	2001	2002	2003	2004
Number/percent without hearing	0	0	0	0	0	0
Number/percent after hearing	0	0	0	0	1 (100%)	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
• Demotion	0	0	0	0	0	0
• Reprimand	0	0	0	0	0	0
• Suspension	0	0	0	0	0	0
• Removal	0	0	0	0	0	0
• Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
• Non-Sexual	0	0	0	0	0	0
• Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
• Denied	0	0	0	0	0	0
• Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1 (100%)	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

AVERAGE TIME TO COMPLETE	1999	2000	2001	2002	2003	2004
Counseling						
• Pending	37	47	67	34	51	0
• Hearing Not Requested	0	0	50	0	0	0
• Hearing Requested	37	47	76	34	51	0
Investigation						
• Pending	225	262	182	167	192	180
• Hearing Not Requested	0	0	52	128	0	180
• Hearing Requested	225	262	226	180	192	0
Final Agency Action						
• Pending	360	366	248	256	240	187
• Hearing Not Requested	0	0	0	237	365	118
• Hearing Requested	360	366	248	262	209	257

<b>TOTAL PENDING COMPLAINTS</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
Total Pending Complaints	3	4	6	6	5	3
Number filed before FY	2	3	3	5	4	3
Number of Complainants filing before FY	2	2	2	4	4	3
Number Pending at Counseling	0	0	0	0	0	0
Number Pending at Investigation	1	1	4	2	2	0
Number Pending at Hearing	0	1	0	1	1	1
Number Pending at FAA	0	0	0	1	1	0
Number Pending at Appeal	2	2	2	2	1	2